

## MEMORANDUM OF AGREEMENT

The negotiation committees in the matter of the Allendale Board of Education ("Board") and the Allendale Administrators Association ("Association"), hereby agree as follows:

1. Duration: The contract shall commence on July 1, 2010, and shall expire on June 30, 2013.
2. The parties acknowledge that the terms and conditions contained herein are subject to ratification, and the mediator retains jurisdiction.
3. The parties agree to recommend the terms contained herein for ratification to their respective constituents.
4. All terms and conditions agreed to herein shall remain settled and incorporated in the new agreement.
5. Any terms and conditions contained in the predecessor agreement shall remain in full force and effect for the duration of the successor agreement, except as modified herein.
6. Salary:
  - a. Effective July 1, 2010, and retroactive to July 1, 2010, the employees in the unit shall receive a pensionable salary increase of 1.5% inclusive of increment, over the current base salary.
  - b. Effective July 1, 2011, the employees in the unit shall receive a pensionable salary increase of 1.00%, inclusive of increment, over the 2010-11 pensionable base salary, and may receive an additional non-pensionable increase based on merit, which shall not exceed an additional .5% of the combined pensionable base salary for all employees.
  - c. Effective July 1, 2012, the employees in the unit shall receive a pensionable salary increase of .75%, inclusive of increment, over the 2011-12 pensionable base salary, and may receive an additional non-pensionable increase based on merit, which shall not exceed an additional .75% of the combined pensionable base salary for all employees.

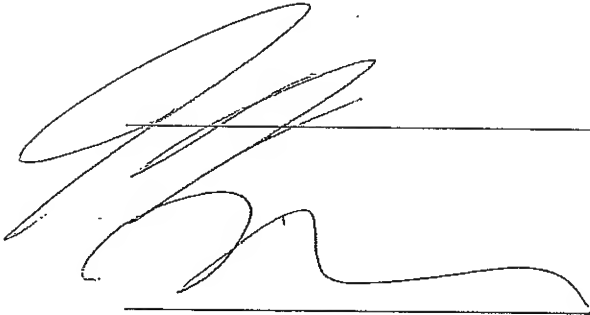
d. The merit pay shall be paid no later than September 30, 2012 and September 30, 2013 respectively.

7. The merit pay instrument shall be developed by the Board and the Association on or before June 30, 2011 with the parties agreeing to meet in good faith for the purpose of defining a mutually agreeable performance compensation instrument. However, the final determination for said instrument shall be recommended by the superintendent to the Board for approval. The parties shall also include appeal procedures with the terminal step at the Board level.

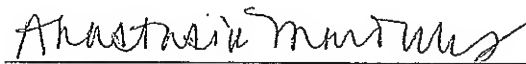
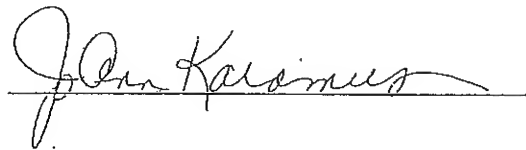
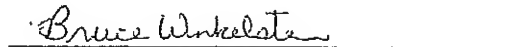
8. All employees shall continue to contribute 1.5% of their annual base salaries toward the cost of the health benefits premiums in accordance with State law for the duration of this contract.

IN WITNESS WHEREOF, the representatives of the parties put their signatures on this 16<sup>th</sup> day of February, 2011.

FOR THE ALLENDALE BOARD  
OF EDUCATION



FOR THE ALLENDALE  
ADMINISTRATORS ASSOCIATION



# Allendale Board of Education

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Allendale, New Jersey 07401  
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On motion by Mrs. Malloy-Blomberg and seconded by Mr. Geraghty, and unanimously carried by voice vote, the Board approved the following resolution:

BE IT RESOLVED, upon recommendation of the Superintendent, to retroactively approve the Memorandum of Agreement between the Allendale Board of Education and the Allendale Administrators' Association (AAA), for a period beginning July 1, 2010 and ending June 30, 2013, as per Personnel Attachment I.

## CERTIFICATION

I, Ruthann Quinn, Interim Board Secretary of The Board of Education of the Borough of Allendale, in the County of Bergen, New Jersey, HEREBY CERTIFY that the above extract is a true copy of a RESOLUTION unanimously passed at a meeting of the Board of Education held on March 1, 2011.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Board of Education this 4<sup>th</sup> day of March 2011.

  
Ruthann Quinn  
Interim Board Secretary